

# PPTEU *Journal*



EDITION 01 SPRING 2021

## WELCOME TO THE FIRST **NATIONAL JOURNAL**



WHAT IS THE FUTURE OF  
THE GAS INDUSTRY?



CPD – WHAT DOES IT MEAN FOR YOU?



VALE BILLY DAVIS



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# PADDY MCCRUDDEN



## WELCOME TO THE FIRST NATIONAL PPTU JOURNAL

We are very proud to be bringing this important publication to our members right across the country. As members who are out on site every day know, the industry is changing all the time. New products, systems, and technologies are entering the industry and COVID is driving more change all the time.

Keeping up with major national developments in terms of policy, regulations, standards, and training has never been more important. These are the types of issues the new national journal will be focussing on moving forward.

With members all around this great country, we thought it was important to make sure all members, wherever they are, had the chance to read about issues of national significance which are impacting our industry and our trade. And we also recognise that there is great value in hearing about the state-based issues, which are summarised in the **Reports from the State Secretaries**. We also know members love to see stories and photos of the jobs going on around the cities and regions, and so we have tried to retain that local flavour too.

Well, we know 2020 was a tough year, and 2021 is proving to be just as challenging. The return of the virus is a bitter pill to swallow for our members and our industry, which was so significantly impacted in the 2020 crisis, especially in Victoria. **We showed ourselves last year, and we are demonstrating again this year, that when our industry faces**

**adversity, we step up and lead. Your union membership is never more valuable than in a crisis** and if COVID interruptions occur, and members find themselves out of work temporarily, we will be right behind them and make sure they access all the supports needed – both financially and in terms of mental health supports. Our industry partners like the redundancy funds, Incolink and C-Bus will be there for us like they were last year if needed. That is what unions do, we help one another when the chips are down.

Looking across the national policy and regulatory landscape, there are several major proposals around that could impact our industry. One is a proposal to amend the Mutual Recognition Act 1992 (C'th) to introduce a uniform scheme of automatic mutual recognition (AMR) by enabling an individual who is registered for an occupation in their home state to carry on those activities in other states and territories.

As set out in the article inside this edition, this proposal by the federal government is an example of a policy idea which sounds great in theory, but when you start to think about the practical realities, could pose some real problems. Plumbing registration does not mean exactly the same thing in each jurisdiction, like a driver's license does for example. Also, each jurisdictional regulator has a different mode of ensuring compliance of a plumbing system/installation with the requirements of the National Construction Code (NCC). **And there are a range of other differences between the State/Territory regulators and scopes of work** which will mean any mutual recognition arrangements would

need to be developed carefully if they are going to work.

Other major policy issues emerging relate to things like the future of the **gas industry** here in Victoria, with the Victorian government seeking to transition away from gas to meet its legislated emissions targets and reach **net zero emissions in Victoria by 2050**. We are all for reducing emissions, but we also will be working with government to make sure the impacts of a potential transition away from gas are well understood. There are 20,000 gasfitters in Victoria, and over 2 million homes with gas connections for heating, cooking and hot water. What the future holds for gasfitters – and how all those homes are going to cope without the cheap and reliable supply of energy they have enjoyed for decades – will need to be carefully worked through by government. See inside this edition for a more expansive story on the **future of the gas industry in Victoria**.

Also, inside members can read about developments in terms of a training, including the opening of the new union/industry training facility in Sydney; an update on progress of the new hydrogen Centre of Excellence in Beenleigh in Queensland, and a report on progress around developing a national training package for Hydrogen.

I hope members enjoy the inaugural national journal. Given this is the first edition of the national journal, we are open to idea on how to make it the best it can be. If members have feedback or ideas about what they would like to see in their national members magazine, please contact **Julie Ryan** of our office at [j.ryan@ppteu.asn.au](mailto:j.ryan@ppteu.asn.au)



# WHAT IS THE FUTURE OF THE VICTORIAN GAS INDUSTRY?



Decarbonising Victoria's \$400 billion economy and transitioning to net zero emissions by 2050 as the population continues to grow towards 10 million, is a big challenge.

Under the Climate Change Act 2017, the Andrews government has now determined the emissions reduction targets for 2025 and 2030. Recently, the government pledged to reduce greenhouse gas pollution by 28 to 33 per cent of 2005 levels by 2025, and 45 to 50 per cent by 2030.

To help achieve those targets, the government is developing a Gas Substitution Roadmap. Victoria's Gas Substitution Roadmap will establish a strategic framework for decisions on gas efficiency, electrification and increased use of hydrogen and biogas. The government has set aspirational targets for 2025 and 2030 for the displacement of natural gas.

This will support transition planning for gas markets and long-term planning and investment decisions for gas use in Victorian homes and businesses. It will also identify policy mechanisms for achieving these targets. The roadmap will also support measures to reduce fugitive emissions from the gas supply and distribution system.

But, as those developing the transition plan are discovering, finding an alternative is not going to be straightforward. Environmental groups and the Greens are pushing for gas to be phased out of homes completely, in favour of electric reverse-cycle air conditioners, heat pump electric hot water systems and induction cooktops. This may be better for the environment, although that is arguable. Also, such moves would also place considerable extra load on the already stressed transmission systems.

There are clearly some big challenges with transitioning away from gas. This is especially true in Victoria, where, according to the ABS, 83 per cent of Victorian households have a gas connection.

Natural gas has burnt in Victorian homes for decades, not just for cooking but for hot water and heating too. With up to 3 million connections and 65 per cent of the nation's total residential use, Victoria is unique in Australia for its reliance on gas as a fuel source.

And while other states use gas, it is nowhere near as much as Victoria. Almost half of the nation's total residential gas consumption heats Victorian homes, according to the Grattan Institute think tank. The next highest is NSW, with 5 per cent.

**And, more importantly from our point of view, what is a transition away from gas power going to mean for our gasfitting members? At this stage, it is hard to say. We believe that the existing gas networks and connections should be retained because they will play a key role in the uptake of clean hydrogen. Hydrogen can be blended with natural gas, at say 10-90 blend ration, and, providing the hydrogen is generated with clean energy like solar, the overall environmental impact could be less than transitioning to full electric – and potentially more cost effective for consumers.**

These matters are all yet to be resolved, and hopefully will be by the Roadmap development process. We will keep members updated as the details of the gas transition roadmap are developed, but members can be confident that we will be advocating hard for the retention of a robust gas industry in Victoria, which will be key to our ability to adapt to new energy sources like hydrogen.



# WHAT'S HAPPENING IN VICTORIA



VICTORIA PPTEU SECRETARY REPORT

## EARL SETCHES



**Welcome members** to the first fully national edition of the Journal the PPTEU has ever produced. Publishing a national Journal means we can communicate directly and simultaneously with all members, wherever they are. This helps ensure everyone is kept up to date with the big issues in our industry nationally, as well as major developments or issues going on at a state level.

There is no doubt that the COVID crisis has been a major and preoccupying challenge. And not just for our industry, but for the whole economy. The botched vaccine roll out by the Federal Government has left us all exposed to the virus and the economy exposed to more restrictions.

Thanks to the hard work of many stakeholders and industry leaders from across construction, as an industry, we dealt with the 2020 COVID challenge and we are dealing with the 2021 Delta outbreak too.

The Delta strain is more infectious and easier to transmit than last year's version of the virus. We are working with members and employers to accommodate the 25% on site rule, we are sanitising and social distancing. **Members are stepping up to get tested and vaccinated** which is great to see.

We are working hard behind the scenes, ensuring we make available the same member supports as we offered last year, as well as working with our industry partners like Incolink to make sure affected workers can access funds in the crisis. We will continue to lead and adapt to whatever new COVID threats emerge.

As covered inside in more detail, **national and state level**

**government reviews** into everything from national training frameworks to the operation of state regulatory agencies are putting a range of industry elements under the reform microscope.

We are an active and engaged stakeholder in our industry but also in the broader construction sector, and we are making strong representations to all these processes. It is vitally important that reviews and reforms – which can directly impact our members and our trades – are **informed by industry expertise**. In many instances, such as the big review of the building regulatory framework being undertaken in Victoria, the “experts” on the review panel do not include plumbing or fire protection experts or licensed practitioners. That is why our meetings and written submissions, which we put a lot of time and effort into, are so important.

We need to use these processes to **keep educating decision makers about our industry**. We have to keep reminding policy makers and regulators and politicians that without a thriving and safe plumbing and fire protection industry, the whole building sector cannot work. And, as was demonstrated so well in the COVID crisis of 2020, the whole economy of Victoria, and other states, is dependent on the construction sector. That is how important the work of our members and the skills they possess is to the health of the economy and the community. We need to keep reminding people of that.

And those skills, and the experience of the men and women who make up our great union, will be **more in demand than ever** as the national and state economies try and shake off the COVID blues. This is particularly so in Victoria, the State hardest hit by the pandemic so far, and the State with one of the biggest infrastructure pipeline of works ever seen.

With the borders remaining effectively closed, there are fewer skilled workers entering the economy from outside of Australia, and less mobility of workers across State borders. Local skills have never been more crucial. That is why we are continuing to **expand our training footprint**, which now stretches from Victoria to Queensland. As covered in more detail inside this edition, the **new Hydrogen Centre of Excellence** is under construction at Beenleigh in Southeast Queensland, and the new plumbing and fire protection training centre in **Glenwood in Sydney**.

And, looking forward, there will be more of these facilities. The industry and the economy need these **industry owned and run facilities**. It is up to us and our industry partners to foster the development of the industry and build the facilities which will train men and women currently in the industry, and hundreds more who are yet to be born. The industry and the economy is changing so fast, and we are equipping future plumbing, gas, fire, hydrogen and new energy professionals with the skills they need now and will need in future.

The need to **keep adapting** is very real. Think about gas for example. In the release of its new emissions targets to the energy sector, the Victorian government highlighted that it was working on a **“gas substitution roadmap”** that will dictate the future of the fuel source in the state. See the story inside about the status of the gas transition roadmap, the future of the gas industry in Victoria, how hydrogen can play a role and what it could mean for our members.

I want to thank the State Secretaries and their respective teams for their contribution to this Journal, and providing a great overview of what is going on in their State.



# WHAT'S GOING ON WITH THE REGULATION OF THE VICTORIAN PLUMBING & FIRE PROTECTION INDUSTRY?

After four lockdowns, the Victorian community has an understandable case of lockdown fatigue. But for stakeholders in the Victorian plumbing and fire protection industry, like the PPTEU, a new syndrome is being detected – **review fatigue**.

The regulatory framework for the plumbing and fire protection industry in Victoria is, it seems, under continuous (relentless) review. It was only three years ago that the Plumbing Regulations – the key rules governing our industry – were subject to a full review and re-making process. Now another review is underway, this time looking at the entire sector – its operation, regulation, and efficiency.

The Department with responsibility for our industry, the Department of Energy Land, Water and Planning (DELWP) is also conducting separate review processes looking at complex plumbing,

and a new mandatory continuous Professional Development (CPD) program (see story at page XX) is on the table. There are review processes all over the place, and not a plumbing expert on any of the panels.

We are playing the game and participating in all the stakeholder consultation and related processes. But the lack of plumbing expertise in decision making roles, and the fact that there is so much policy terrain being covered at the same time is leaving us increasingly apprehensive about the likelihood of informed and positive outcomes for our members, or the industry.





The Victorian Government's Expert Panel on Building Reform – which was itself borne out of a desire by the Victorian Government to respond to the recommendations of other reports (the Building Confidence Report and the Report of the Cladding Task Force) – has been given what seems to us to be a massive task. A cynic could be forgiven for thinking it has been set up to fail.

In the one review process, the panel of alleged experts will, in their spare time, attempt to review the entire plumbing and building regulatory framework, assess the effectiveness of its administration and conduct what looks to be a performance review of the regulator.

The Panel is chaired by Anna Cronin. Her day job is the Commissioner for Better Regulation. The panel comprises five other, very well credentialled, individuals. Unfortunately, none of those individuals has any credentials in plumbing or fire protection. Dr Gerry Ayers – Health and Safety Manager of the Construction, Forestry, Mining and Energy Union (Construction and General Division – is on the panel. We have great respect for Gerry, who is a highly regarded expert on workplace health and safety, but he is not a plumber, and cannot speak for our industry.

The Panel did not exactly get off to a flying start in our eyes, putting out a Discussion Paper earlier this year which barely mentioned plumbing,

and reflected a glaring lack of understanding of the nexus between the plumbing sector and the broader construction industry, and the nexus between good quality plumbing and fire protection systems and public health and safety.

We made a detailed submission which set the Panel straight on these things. But, it is hard not to feel like they are not taking plumbing seriously enough. Especially when you consider that there are over 28,000 registered or licensed plumbers in Victoria. Between them in 2019–20 those registered or licensed plumbers lodged over 400,000 Compliance Certificates (there were 104,560 building permits lodged for the same period), delivering over \$15M in revenues to the VBA. Throw in another \$5M or thereabouts for registration and licencing fees and the plumbers of Victoria are contributing over \$20M a year to the VBA. And what regulatory focus does plumbing receive in return for that \$20M? Well, not much really.

There is next to no plumbing expertise in the entire VBA and the Authority audit less than 5 per cent of Compliance Certificates lodged. In fact, in 2019–20, only 2.2 per cent of CC's lodged were audited. Not only is it inadequate in terms of the volume of audits, but the audit program also itself is not risk based, or geographically balanced. There is virtually no regional audit program for example, and no discernible connection between the jobs selected for audit and known compliance issues.

Given that the Victorian regulatory system is a self-certification scheme (as opposed to a system such as in other States where staged inspections are carried out), the poor audit rates and program is especially concerning.

Unless or until the VBA takes its role seriously as a plumbing regulator, all the regulatory and policy changes in the world will not make any impact in terms of improved compliance. If nobody is watching, non-compliances will happen. It is not rocket science. And maybe the VBA could think about getting someone with some plumbing expertise onto the board, or at least invest in some inspectors with the plumbing skills and knowledge

necessary to understand what they are actually looking at.

Despite our misgivings, we continue to advocate hard in all these processes for our industry and our members. We continue to drive home to those with decision making power just how vital a healthy plumbing and fire protection industry is to the health of the economy and the community. We continue to champion the skills of our members, to foster the skills of the next generation and to develop the best training in the world for our members. We continue to fight for regulations which protect our trade, protect our skills, and which keep cheap and under skilled workers and unsuitable products out of our industry.

**We will keep members updated as these various review and reform initiatives progress.**





# CPD - WHAT IS IT, AND WHAT DOES IT MEAN FOR YOU?

**CPD, or Continuous Professional Development, is basically ongoing, post trade training. It can be compulsory or voluntary and can include technical and non-technical components (OH&S for example).**

In theory, CPD is a great thing, and can result in our members being more skilled, and safer at work. But to be effective, and embraced by practitioners, a CPD scheme needs to be designed so as it is not seen as onerous or a burden by the practitioners it is intended to benefit.

The Department with responsibility for our industry, the Department of Energy Land, Water and Planning (DELWP) is currently developing a CPD scheme with a view to putting it out to industry for consultation in the form of a Regulatory Impact Statement (RIS).



Our latest advice from DELWP is that it is expected that the RIS will be out for consultation in the next few months, with a view to regulations to enable a CPD scheme being made by end of the calendar year 2021. Indications are that a new CPD scheme could be scheduled to commence as early as 1 January 2022.

This timeline appears ambitious at best, given that many of the threshold questions about the scheme are yet to be agreed. We have been participating in several rounds of consultations already, but so far there is no clarity about the real nuts and bolts of the scheme.

For example, we do not know who the proposed scheme will apply to (licensed only or both registered and licensed practitioners), what it will include, how will it be run, what are the implications of non-compliance with CPD requirements for an individual's license or registration, what costs are involved and who will pay.

As the details of the proposed scheme emerge, and the RIS comes out for consultation, we will be keeping members informed. What we can guarantee, is that if the proposed scheme does not suit our members, or is too burdensome, or costly or compliance driven, we will not be supporting it.







**WE ALL SUPPORT YOUR RIGHT TO  
BE VACCINATED AND WE WILL  
SUPPORT YOUR CHOICE.**

If you have a medical, physical or mental reason with a supporting document from a medical practitioner your union will support you in your ongoing employment.

For all other eligible members, we strongly advise that you book yourself in for a vaccination ASAP.

We encourage anyone who has any questions regarding the vaccine to talk to a GP.

**We're here for our members**

# 2022 RDO

## VICTORIAN CALENDAR

**36 HOUR WEEK**

SUN	MON	TUE	WED	THU	FRI	SAT
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**VICTORIAN SCHOOL TERM DATES**  
 TERM 1: 28 January 2021 - 1 April 2021  
 TERM 2: 19 April 2021 - 25 June 2021  
 TERM 3: 12 July 2021 - 17 September 2021  
 TERM 4: 4 October 2021 - 17 December 2021

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**PUBLIC HOLIDAY DATES**  
 New Year's Day: Friday 1 January  
 Australia Day: Tuesday 26 January  
 Labour Day: Monday 8 March  
 Good Friday: Friday 2 April  
 Easter Saturday: Saturday 3 April  
 Easter Sunday: Sunday 4 April  
 Easter Monday: Monday 5 April  
 Anzac Day: Sunday 25 April (observed)  
 Queens Birthday: Monday 14 June

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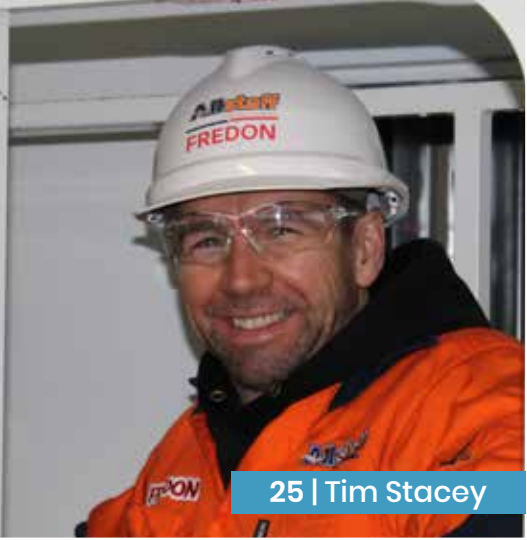
Public Holiday  
 Annual Leave  
 School Holidays  
 Lock Down Weekends  
 RDO  
 Picnic Day  
 World Plumbing Day

Return to work on 10th Jan 2022

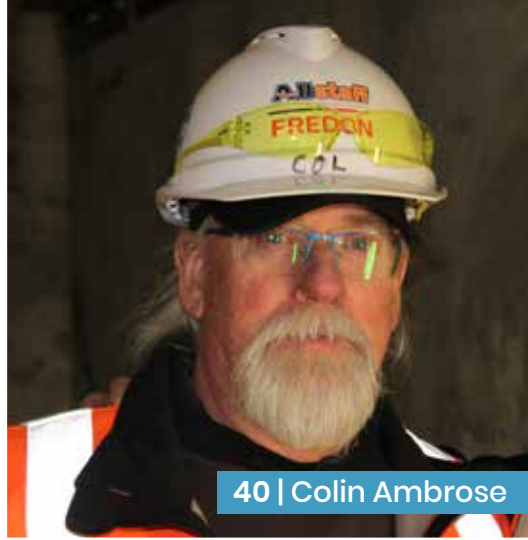
Grand Final Eve: Friday 24 September  
 Melbourne Cup Day: Tuesday 2 November  
 Christmas Day: Saturday 25 December  
 Boxing Day: Sunday 26 December



# PPTEU RECOGNISES LONG TERM MEMBERS WORKING AT 1000 LA TROBE STREET



25 | Tim Stacey



40 | Colin Ambrose



30 | Ray Wood



35 | Mick Driscoll



25 | Adam Barker



30 | (Dr) Nick Triantaflaros



35 | Ian Platt



25 | Matthew Gawthorpe



25 | Ivan Karlovic



35 | Gary Wakelin

Unions are all about people. Our union is proud and strong today because of the pride and strength of its people. And in a union, there are no more important people than the members. **The members are the union, and the union is its members.** It is the members who pay up and turn up year after year, in good years and hard years, who make our union great.

So, when members reach major milestones in terms of years of membership, we think it is important to recognise their contribution. Recently, we had the unusual situation of having 10 milestone members on the same job at the same time.

Under the guidance of Organiser Billy Ramsay, PPTEU Shop Steward Ryan "Rusty" Russell is looking after about 70 PPTEU members (over 100 at peak) at the Probuild job at 1000 La Trobe Street Docklands. In May, Rusty organised and presented the 10 long-time members, who have 305 years of loyal membership between them, with their commemorative badges to a warm round of applause from the packed smoko shed.

The individual members recognised, all great blokes and great members, are:

- **Colin Ambrose** – Allstaff Airconditioning, **40** years
- **Ian Platt** – Allstaff, **35** years
- **Mick Driscoll** – Allstaff, **35** years
- **Gary Wakelin** – Allstaff, **35** years
- **(Dr) Nick Triantaflaros** – **30** years
- **Ray Wood** – Highbury Plumbing, **30** years
- **Ivan Karlovic** – Highbury, **25** years
- **Adam Barker** – Allstaff, **25** years
- **Tim Stacey** – Allstaff, **25** years
- **Matthew Gawthorpe** – Entire Fire, **25** years

The job these legends have been working on is going well. Starting in 2020, it could be called a COVID project, being built entirely during the pandemic. Overlooking the soon to be upgraded Docklands entertainment precinct, this mixed-use office/retail project will be 23 storeys high when complete and will have cost upwards of \$200M.



Rusty is more than happy with the way the project has run so far:

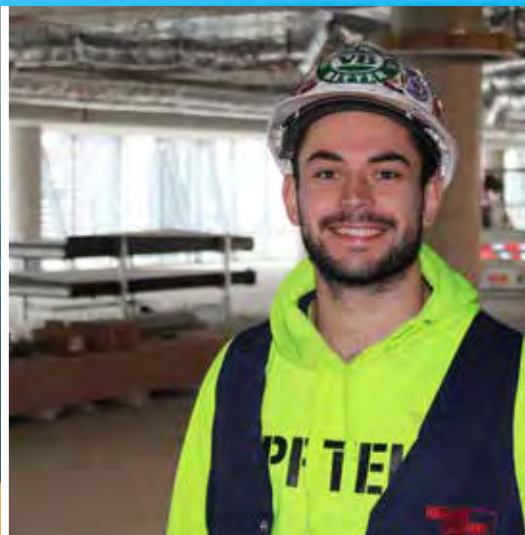
*"We are getting close to the end, which will be later this year. Things have gone well here. It's been built throughout COVID and so we had to adapt to all the necessary protocols etc, but the members on this job have worked really cooperatively and things have gone really well."*

And, he says that how well things go on site is all about the people:

*"Working with these really experienced guys is fantastic. It is my honour to be able to act on behalf of the union and recognise their service and loyalty over decades. We can easily forget that the great conditions we*

*have today come from the sacrifice and hard work of those that came before us. The industry has come a very long way since these guys started, and we owe a lot to them and their generation. Well done and thanks to all of them".*

Members working on the project are from a range of great EBA companies including Highbury Plumbing, who are doing the sanitary work; the team from Allstaff doing the mechanical work, and Entire Fire are doing a great job on the fire protection system. Also doing a great job are the members from Mulgrave Insulation and Vic Lagging and the crew from Signal & Hobbs who are looking after the roofing. Keep up the great work!



# VIC AROUND THE TRAPS



# ST MORITZ

Construction is in full swing at the ultra-luxury apartment complex on the site of the former St Moritz ice skating rink. Local builder **Crema Group** is leading this **\$540m** transformation of the Novotel precinct.

Any members out there with a spare \$20M or so could pick up one of these units. You better be quick though because they are selling fast (Shane Warne has already snagged the penthouse, sorry).

The views alone are worth the asking price. From some of the upper-level apartments you can take in the St Kilda pier, the St Kilda Esplanade, Luna Park and the magnificent Port Phillip Bay.

**PPTEU Delegate Kevin McBride** is looking after about **70 of our members** on this busy

job. **Keralton**, who Kevin works for, are doing the plumbing and drainage work, **Rival Air** are doing the mechanical services work and **Protec Fire** are doing the fire protection work. The crew from **Burelli Roofing** are doing a great job on the roof while they take in the views.

Kevin reckons the project, which has **about a year still to run**, has been a good job to work on:

*"Great job. All running well. We have good EBA companies all doing good work. Despite a few challenges with COVID last year, like everyone had, its all on time and on budget here."*



# VICAROUND THE TRAPS



WHAT'S HAPPENING IN

# NEW SOUTH WALES & THE ACT



NEW SOUTH WALES PTEU SECRETARY REPORT

## THEO SAMARTZOPOULOS



### THERE ARE PLENTY OF THINGS GOING ON IN NSW

#### Hello members.

Well, we sure do live in interesting times, don't we? COVID has changed, and is changing, our world and our economy in ways we are still in the process of understanding. At the time of writing **NSW is in the grip of the highly transmissible Delta strain of Coronavirus.**

The lockdown has caused major disruption right across the economy, and our sector, our projects and most importantly, our members, are not immune. Crucially, the construction sector is still operating, although in a limited way.

Currently the rules allow for unoccupied construction sites across Greater Sydney, including the Central Coast, Blue Mountains, Wollongong, and Shellharbour, to **operate at 50 per cent capacity** with enhanced COVID safe measures.

For construction workers from the Local Government Areas (LGAs) which are subject to tighter restrictions, the rules are stricter. Workers from the relevant LGAs must provide

evidence that they have received:

- two doses of a COVID-19 vaccine, or
- one dose of a COVID-19 vaccine at least three weeks before attending work, or
- one dose of a COVID-19 vaccine and, if less than three weeks since that vaccine was administered, a negative COVID-19 test in the previous 72 hours.

**Rapid antigen testing** has now been rolled out across many sites, to speed this process up. The rapid antigen test allows results to be known in about 15 minutes.

Members will also be aware of the rules around checking in with **QR codes** on site. Contact tracing is also being refined, with many on site workers now being provided with a **blue tooth device**, worn on a lanyard, which allows the movement of individuals to be easily traced.

It is important to note that exemptions will be in place for individuals with medical or other conditions that make vaccination unsuitable. Make no mistake, as well as being **more dangerous strain** of the virus, the Delta variant as it is

known **spreads more easily** than the bug that shut the world down in 2020. **If you have COVID symptoms, do not go to work.** That is vitally important. Also vitally important, is to **get tested regularly.** This is particularly important for members who work across multiple sites.

And remember, **the union has your back** in the crisis. We have worked closely with our industry partners to ensure that **financial and emotional supports** are available to members impacted by the COVID shutdown. If you have been stood down or are a casual contact and you are isolating at home, the **Plumbing and Pipe Trades Entitlement Fund** enables members to access payments during this period when you are stood down. Please call the PTEU office for assistance in these matters.

As well as adding financial pressures, we know that extended periods of lockdown and home isolation can bring **significant mental health pressures** as well. Some members will be experiencing increased levels of anxiety and stress. Others might notice changes in their mood, and some might find they are drinking or gambling more than usual in the lockdown. Through our partnership with Mates in Construction, members can access free and confidential



# THEO SAMARTZOPOULOS

support, whenever they need it. If you are struggling, support is available on the **MATES Hotline on 1300 642 111**, which is available 24/7.

Despite the challenges of COVID, **the pipeline of works in NSW is very solid** – and the outlook for our members is positive. As set out inside this edition, there are projects going on all over Sydney and in regional NSW. Major projects, upgrades or developments are underway in the health, education, transport, infrastructure, commercial and residential sectors – and our members are making it happen.

We are also getting on with the job of ensuring our trade is strong in the long term. The key to that is skills, and I am immensely proud to say that in May this year I was joined by industry leaders and stakeholders at **the official opening of your new training centre – PICAC Glenwood**.

Developing and opening our own training school for the first time in NSW is highly significant. It will provide a foundation for industry led trades training for fire protection, plumbing, HVAC trades and medical gas in NSW for potentially generations to come.

Keeping our training current and accessible to members is also something we continually strive to achieve and improve. Recently, the **CEPUTEC training**

**delivery** systems were significantly updated with all training moving to online delivery. The website has been completely overhauled to make it much more user friendly, reflecting feedback from members.

And we are **advocating hard for our members** on site and off site. Members are aware every day of what we do on site, but we are also working hard as a key industry stakeholder, championing the skills and significance of our members and our trades. We are making submissions and appearing before panels on issues like, licensing, regulation of new sectors like **medical gas**, and emerging fuels like hydrogen. We are fighting to protect the integrity of our members licenses and registrations against attempts by governments and regulators to reduce our trades to a series of disconnected skill sets.

And we are having some **meaningful success**. It was our advocacy, combined with the support of NSW Labor and Mark Buttigieg MLC in particular, that saw medical gas work become licensed in NSW. This is a big win for the community, which can now be confident that the people working on the **medical gas** systems in hospitals are trained, qualified, and now licensed.

**I want to thank all members for their ongoing support.** In these challenging times it is vitally important that we continue to work together, and in partnership with other industry and community stakeholders, to make sure the industry keeps going and the economy recovers strongly from COVID. I encourage all members to **show leadership**, on and off site, by following the rules and modelling COVID safe practices.

Stay safe.

# BRIAN WINDSOR



## WHAT'S HAPPENING IN THE ACT?

Like many other parts of the country, the national capital is having a tough time. Never has the ACT experienced such harsh lockdown conditions. Canberrans are experiencing in 2021.

The ACT was spared the worst in 2020. However, as our Chief Minister had been warning the community for some time, with the outbreak in Sydney being so significant, it was only a matter of time until the Delta strain found its way to the ACT. And, in August this year, we got our first case and on August 13, the ACT Government shut the construction sector down.

Since then, in early September, the commercial part of the industry (sites over 4 storeys or 15,000 square meters) has been allowed to re-open, albeit with strict limitations and rules. The residential sector re-opened a week later.

Re-opening, and staying open, is dependent to a large extent on our members, and all other members of the industry, continuing to do the right thing. We need to keep getting tested, wearing masks, social distancing and following all the onsite protocols and procedures. These rules for a safe industry are the result of many meetings and hard work by a range of stakeholders, including your union, and we need to play our part and ensure we keep working.

And there is plenty for our members to look forward to as far as work goes. The pipeline of work in the ACT – public infrastructure, commercial development, and residential work – is as solid as it has ever been and the demand for our skills doesn't look like slowing down anytime soon.

I want to thank all members in the ACT for their hard work and for doing the right thing and complying with the onsite COVID rules. I also want to remind members that in these hard times, some members, especially retired members, will be doing it tough. I would strongly encourage you to look out for one another and take the time to make a call and check in someone who might need a friendly ear or a helping hand.



An aerial photograph of Sydney, Australia, showing the city skyline, the harbour, and surrounding green spaces. Overlaid on the image are several circular icons connected by dotted lines to specific locations: a house (top left), a car (top left), a Wi-Fi symbol (top left), a car with a heart (top left), a building (top left), a heart with a pulse line (top center), a plug with a lightning bolt (top center), a train (top right), a house (top right), a briefcase (middle right), and a person with a gear (middle left).

# ***THERE IS PLENTY GOING ON IN NSW....***

Currently our members are involved in **six major hospital projects** underway including the Liverpool Hospital, Stage 2 Nepean, Westmead, and the Royal Prince Alfred. A major project at John Hunter Hospital in Newcastle currently in the last stage before being awarded. These add up to billions of dollars' worth of new health infrastructure for NSW.

The Liverpool Hospital redevelopment alone is more than \$700 million. There are also major developments underway in education. For example, a \$300 million School project in Chatswood has just recently commenced and will keep our members busy for a while.

The **rail transport** projects are swinging into full gear for our members now that the tunnelling has finished. The new stations (7) have all commenced works, as have works between them linking the services. This phase involves our members who work in fire protection, plumbing, and mechanical services who are now across all the projects.

Adding to the complexity of the build, three of the new stations have high rise towers above them which are being built concurrently with the tunnelling works, with plans underway to develop the top of three others. There is also another tunnel and stations being built to compliment this new city and link the airport to the main western line. Early works have also commenced on the new Metro West Rail from Westmead to the CBD with another eight underground stations being built.

In **road transport**, the WestConnex project is well advanced, with both stages 3A and 3B now having our sprinkler fitter members on both projects. The next extension of WestConnex from Rockdale to St Peters is about to commence, with a further stage, which includes another Harbour crossing, to be awarded in 2022.

There's the Intermodal at Moorebank as well as six major data centres in and around Sydney. Further, the Western Sydney Airport also just announced Multiplex as the builder for the new terminal as well as the announcement of a New City Bradfield to be built in and around the airport. On top of all this there are several commercial, residential, retail and mixed-use developments and related works in Barangaroo, Circular Quay, Green Square, Breakfast Point, Parramatta, Nth Sydney.



# 2022 RDO

## NEW SOUTH WALES CALENDAR

36 HOUR WEEK

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MAY						
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JUNE						
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AUGUST						
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SEPTEMBER						
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OCTOBER						
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NOVEMBER						
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DECEMBER						
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- Annual Leave (optional)
- Flexible RDO
- Designated Long Weekend
- Public Holiday
- World Plumbing Day
- Picnic Day
- Scheduled RDO

### SCHOOL HOLIDAYS

Autumn Holidays: 11 April 2022 to 22 April 2022  
Winter Holidays: 4 July 2022 to 15 July 2022  
Spring Holidays: 26 September 2022 to 7 October 2022  
Summer Holidays: 21 December 2022 to 26 January 2023

### PUBLIC/PICNIC HOLIDAY DATES

New Year's Day: Monday 3rd January  
Australia Day: Wednesday 26th January  
Good Friday: Friday 15th April  
Easter Sunday: Sunday 17th April  
Anzac Day: Monday 25th April  
Queen's Birthday: Monday 13th June  
Labour Day: Monday 3rd October

Picnic Day: Monday 5th December  
Christmas Day: Sunday 25th December  
Boxing Day: Monday 26th December  
Christmas Holiday: Tuesday 27th December

# 2022 RDO

## AUSTRALIAN CAPITAL TERRITORY CALENDAR

38 HOUR WEEK

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FEBRUARY						
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MARCH						
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APRIL						
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MAY						
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JUNE						
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JULY						
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AUGUST						
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SEPTEMBER						
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OCTOBER						
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NOVEMBER						
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DECEMBER						
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- Public Holiday
- RDO
- Canberra Day
- Reconciliation Day
- World plumbing Day

### SCHOOL HOLIDAYS

Autumn Holidays: 2nd April 2021 - 18th April 2021  
Winter Holidays: 26th June 2021 - 11th July 2021  
Spring Holidays: 18th September 2021 - 3rd October 2021  
Summer Holidays: 18th December 2021 - 26th January 2022

### PUBLIC HOLIDAY DATES

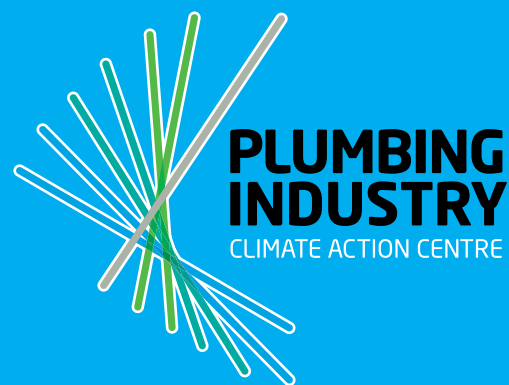
New Year's Day: Monday 3rd January  
Australia Day: Wednesday 26th January  
Canberra Day: Monday 14th March  
Good Friday: Friday 15th April  
Easter Sunday: Sunday 17th April  
Easter Monday: Monday 18th April  
Anzac Day: Monday 25th April  
Reconciliation Day: Monday 30th May  
Queen's Birthday: Monday 13th June

Labour Day: Monday 3rd October  
Christmas Day: Sunday 25th December  
Boxing Day: Monday 26th December  
Christmas Holiday: Tuesday 27th December





# PICAC GLENWOOD OFFICIALLY OPENED!



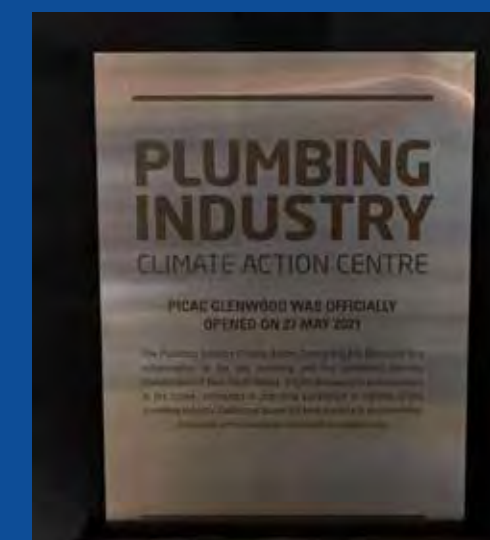
May 27, 2021 was a proud day for our union, and a significant day for the plumbing and fire protection industry in NSW. That is the day the stakeholders who together comprise PICAC, which includes the PTEU, welcomed community leaders and industry participants to a special event marking the official opening of the PICAC Glenwood campus.

That's right, your union now has its very own training school, delivering training developed by the industry, to the industry. And delivering that high quality training free to PTEU members.



The ceremony was attended by our industry partners and participants, as well as supportive community leaders, including guest speakers The Honourable Mark Buttigieg, Member of the NSW Legislative Council and Medical Gas Licensing advocate, Councillor Tony Bleasdale OAM, Mayor of Blacktown.

The leadership of our union was also proudly in attendance. Our State Secretary Theo Samartzopoulos spoke about the significance of this innovative and comprehensive facility, providing a foundation for industry led trades training for fire protection, plumbing and HVAC trades for potentially generations to come. National Secretary Earl Setches, and the Queensland State Secretary Plumbing and Pipe Trades Employees Union, Gary O'Halloran, Secretary of the Queensland branch of the union, were there, as was PICAC CEO Shayne La Combre.



Building the Plumbing Workforce of the Future



PICAC Glenwood has been developed through a collaboration between our union, our industry partners the National Fire Industry Association (NFIA), and PICAC. It has been developed and will operate with a view to showcasing the latest advances available to industry. It will play a key role in ensuring both trade skills but also specialist skills are catered for, and will deliver training the industry needs, but which the TAFE sector is not set up to deliver. For example, and very significantly, PICAC Glenwood is the only provider (via STC) of the newly legislated 'Install Medical Gas Pipeline Systems' qualification in New South Wales.

Your new union owned campus can accommodate 200-300 fire protection and plumbing apprentices and about 100 mechanical services or HVAC apprentices. This is new training, in industry-developed facilities, that have not previously been available in New South Wales.



For more information about PICAC training in NSW, contact us at [info@picac.edu.au](mailto:info@picac.edu.au) or on 1300 222 727.



## Building the Plumbing Workforce of the Future



## Big Win for NSW PTEU Members - Now powered by Incolink

**Plumbing  
& Pipe Trades**  
Entitlement Fund

### Transitioning the NSW Plumbing and Fire Protection Industry to the Incolink backed PPTEF is a big win for members.

Over the past year or so, your union has been working behind the scenes to get a better deal for members who are made redundant. This is very important in these uncertain COVID times.

As members will know, the entitlement fund PTEU members used to be in was ACIRT. Earlier this year the whole industry transferred to the **Plumbing and Pipe Trades Entitlement Fund (PPTEF) - a fund specifically designed for plumbers and sprinkler fitters.**

The PPTEF is **backed by Incolink** - Australia's oldest, largest, and most comprehensive workers' entitlement scheme which acts as funds manager and administrator for the PPTEF.

**This is a big win for PTEU NSW members** because it basically means that for the same level of contribution as members were making under the old scheme, they get much better

outcomes. As they did in the past under ACIRT, fund members will still receive dividends. Most important, for members that are made what is called "genuinely redundant", the payment received by members from the Fund will be **tax free.**

This could make tens of thousands of dollars difference to a member. Members, who, through no fault of their own, finds themselves in a situation where they are no longer required by their employer (ie: are genuinely redundant) they are not required to pay tax on their payment. Under the old arrangements with ACIRT, the same type of payment would be taxed at up to 32%.

Thank you to all members for agreeing to transition to the new entitlement fund. It was a painstaking process to get there, and took lots of effort from your union leadership, but it was all worth it because it delivers **more money into the pockets of PTEU members when they need it most.**

At Plumbing & Pipe Trades Entitlement Fund, we are committed to helping workers through the tough times. Visit [www.plumbersfund.org.au](http://www.plumbersfund.org.au) for more information.











# WHAT'S HAPPENING IN WESTERN AUSTRALIA



WESTERN AUSTRALIA PPTEU SECRETARY REPORT

## BRIAN BINTLEY



### THE PTEU IN WA IS STRONG AND GETTING STRONGER

It is great to be able to bring a perspective from the sunny West of this great country to the PPTEU's first national journal. I strongly support the idea of having one magazine for all the members, wherever they live and work, so that all of us can learn and understand what is going on in our own and other states.

We in WA have been spared the worst of the COVID pandemic and associated industry and economic shutdowns. We have had some interruptions but compared to our fellow members in the east of the country, we have fared very well. **To make sure we remain open, and keep our members working**, we have worked hard with all the other construction unions and the many other industry stakeholders to ensure we have in place the best set of rules and guidelines which will keep our members and their families safe.

While we may have been spared from the worst of the virus itself, we are not immune to the impacts. Building materials, including plumbing materials, are beginning to become harder to get hold of. And, with the international and state borders closed, getting enough skilled labour is a challenge, not just for our sector but right across the economy.

We have been working behind the scenes to get some dedicated industry led training going on here in WA for our members. Members in WA will be aware of the Plumbing Industry Climate Action Centre (PICAC), the training facilities owned and operated by our union and industry partners (Master Plumbers and NFIA) in Victoria, NSW and Queensland. We believe developing a PICAC type **facility in WA** would bring enormous benefits to our industry on this side of the country, and we are in ongoing discussions with our industry partners with a view to developing training opportunities for our members.

Ensuring we upskill our own is not just important because of the COVID related restrictions. Making sure there is a "level playing field" and common high standard across the national industry is very important for worker mobility in future. Consider Automatic Mutual Recognition for example. This is a scheme designed by the Federal Government to allow workers to move freely across borders, and have their licences and registrations registered in other states. That's all great, but what if there is no qualification to recognise, like is the case with Fire Protection? In WA, Fire Protection work is not a licensed trade like it is in the eastern states, so establishing a Fire Protection licencing here in WA is a priority for us.

**Thank you to all members** for your ongoing support, and for being so cooperative and patient as we continue to work through the COVID related challenges, and make sure we keep as many members working for as long as possible.

Stay safe, follow the COVID rules at work and at home, and get vaccinated as soon as you have the opportunity. And, in these difficult times, make sure you look out for one another on site, and keep an eye on vulnerable members of the community who may need your support through the pandemic.





# WA AROUND THE TRAPS

## 2022 RDO WESTERN AUSTRALIA CALENDAR

### 38 HOUR WEEK

#### MAY

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#### AUGUST

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#### NOVEMBER

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#### SCHOOL TERMS

TERM 1: 31 January 2022 - 8 April 2022  
 TERM 2: 26 April 2022 - 1 July 2022  
 TERM 3: 18 July 2022 - 23 September 2022  
 TERM 4: 10 October 2022 - 15 December 2022

#### JANUARY

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#### MARCH

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#### JUNE

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#### SEPTEMBER

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#### DECEMBER

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#### FEBRUARY

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#### JULY

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- Public Holiday
- Annual Leave
- School Holidays
- RDO

Return to work on 10th Jan 2022

#### PUBLIC HOLIDAY DATES

New Year's Day: Sat 1 January  
 New Year's Day P/H: Mon 3 January  
 Australia Day Holiday: Wed 26 January  
 Labour Day: Mon 7 March  
 Good Friday: Fri 15 April  
 Easter Saturday: Sat 16 April  
 Easter Sunday: Sun 17 April  
 Easter Monday: Mon 18 April  
 Anzac Day Holiday: Mon 25 April

Western Australia Day: Mon 6 June  
 Queen's Birthday: Mon 26 September  
 Christmas Day: Sun 25 December  
 Boxing Day Holiday: Mon 26 December  
 Christmas Day P/H: Tue 27 December



## WHAT'S HAPPENING IN

# QUEENSLAND



QUEENSLAND PPTEU SECRETARY REPORT

## GARY O'HALLORAN



This year we have seen a steady growth in Enterprise Agreements, and we are continuing to see new EBAs rolled-out across industry. We have also been participating in certified agreement bargaining across the Queensland Government and local governments throughout Queensland. The process is still ongoing, but so far, we have achieved some great outcomes for Queensland and local government workers.

As of 1 May this year, Fire Licensing changes came into effect. This is a great victory for our members, and although this has already come under fire from the FPAA, we are committed to protecting the trade and members interests.

Our Training Centre has been undergoing a massive expansion of facilities thanks to the Queensland Government's commitment of \$20M, and we are committed to supporting industry and members every step of the way.

Queensland's first Hydrogen Centre of Excellence is expected to employ 70 apprentices throughout construction and support a total of 100 jobs (and yes, it is EBA).

You can see the progress shots on our facebook page: [www.facebook.com/PlumbersUnionQLD/](https://www.facebook.com/PlumbersUnionQLD/) Energy, Renewables, and Hydrogen Minister Mick de Brenni came out to turn the sod in February, along with Treasurer Cameron Dick, Training and Skills Development Minister Di Farmer and Member for Macalister Melissa McMahon.

*"Queensland's opportunity to grow jobs in manufacturing and resources need cheaper, cleaner energy, and the future demand for hydrogen is being met as the Palaszczuk Government is ensuring Queenslanders have the skills to deliver it," Mick de Brenni said.*

*"Already, Queensland's renewables industry is worth \$8.5 billion, and with our abundance of solar and wind capacity, Queensland is the ideal candidate to produce hydrogen for domestic and international use."*

The Federal Budget allocated \$275 million towards developing hydrogen production hubs across the country; Australia is set to become a hydrogen powerhouse and we are perfectly primed to provide world class training to our industry.

It is that time again, the Federal Election could be called any time after 1 July. We know how important it is to have a government that listens to workers, and which supports our industry and a fair go for all. So as the election draws nearer, support the Labor government. It may be as simple as liking or sharing a Facebook article, turning up to rallies, talking to your friends and family, but most importantly voting out this Federal Government.

**Labor Government was formed "by workers, for the workers", just remember that when you cast your vote.**





# PPTEU QLD AWARDS NIGHT 2020 & 2021

The PPTEU QLD held it's first Awards Night in March 2021. The event took place to honour the workmanship, dedication and industry input of Apprentices, Tradespeople and Mentors with in the Plumbing and Pipe Trades Industry. We thank all the sponsors for their support and we look forward to holding our next Awards Night in March 2022.

FOR INFO ON FINALISTS AND WINNERS CHECK OUT [PPTEUQLD.COM](http://PPTEUQLD.COM)



With Major Sponsor



## FIRE LICENSING

*The new QBCC Fire Protection Licensing Framework, in place from 1 May 2021, is industry-led and is based on extensive consultation with your Union, and the NFIA. The changes will help improve standards of fire protection work by ensuring licensees have the right competencies and skills.*

### New streams of licences

Under the new framework, QBCC licences will be offered in the following streams of fire protection work:

- Passive
- special hazard fire systems
- water-based fire systems
- portables
- electrical.

Within relevant streams, individual licence classes will be available to design, certify, install and maintain, and inspect and test certain fire protection equipment.

The scope of work for the Fire Safety Professional licence will also be amended to restrict this licence to conducting inspections and reports on buildings against fire performance legislation.

For new licence applicants, a Cert II Qualified person won't be able to perform pumped work, and will only be able to conduct up to six monthly tests on unpumped Hydrant systems. Annuals and five-yearly tests must be done by a Qualified Tradesman.

The contents of this newsletter do not constitute legal advice, are not intended to be a substitute for legal advice and should not be relied upon as such. You should seek advice in relation to any particular matters you have. Please contact the Union if you have any questions

Now is certainly not the time to sell out and become a nominee for a two-bob company for short term gain. It's time to take back the work these people were never qualified to do and do it properly with Licenced Tradesman.

Look at the big picture and the long game.

For more information on specific licences and impacts for existing licensees see here: [www.qbcc.qld.gov.au/new-fire-protection-framework](http://www.qbcc.qld.gov.au/new-fire-protection-framework)









# 2022 RDO

## QLD/NT CALENDAR

### 36 HOUR WEEK

JANUARY						
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DECEMBER						
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- EBA RDOs
- Industry RDO
- Public Holidays
- School Holidays
- Brisbane Holidays



Explore and enrol in industry leading first-aid, OHS/WHS and plant and equipment courses on the brand new CEPUTEC website.

CEPUTEC is proud to announce the official launch of the all-new CEPUTEC website. The new site makes it simple and easy to browse through CEPUTEC's industry leading courses in first-aid, OHS/WHS and plant and equipment training. With a modern design that is flexible on any device, the new CEPUTEC website puts enrolment, course information and support at your fingertips – simply select your state and go!

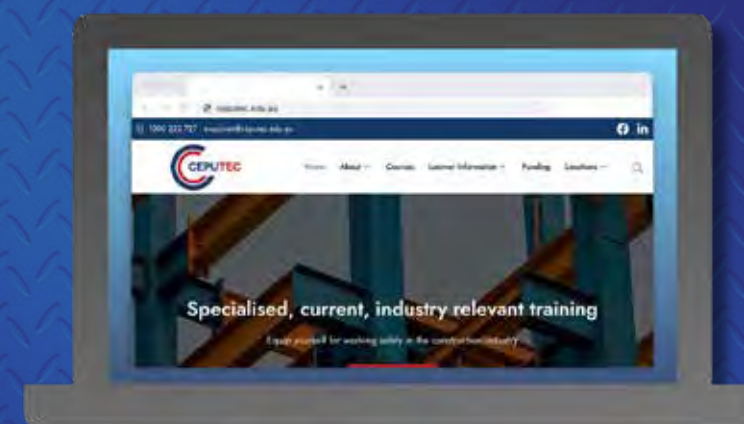
CEPUTEC delivers Nationally Accredited Training and other specialised training focused on occupational health and safety, construction industry training, first-aid and plant and equipment training.

CEPUTEC primarily delivers training at campuses of the Plumbing Industry Climate Action Centre (PICAC). PICAC facilitates high-quality, industry-led training primarily for the plumbing, fire protection and mechanical services industries. PICAC operates state-of-the-art training centres in Brunswick, Geelong and Narre Warren

(VIC), Beenleigh (QLD), and Glenwood (NSW). CEPUTEC has regular training scheduled at each of the PICAC campuses and also offers flexible training options such as onsite and remote (online) delivery.

CEPUTEC commenced operation as a Registered Training Organisation (RTO 4612) in June 1997 at PICAC's Brunswick campus. CEPUTEC was created by the Plumbing and Pipe Trades Employees Union (PPTU) to ensure that high-quality, industry relevant training would be available to their members. CEPUTEC training is now available to anyone wanting to undertake high-quality training in first-aid, OHS/WHS and plant and equipment at PICAC campuses, onsite and remotely.

Visit [www.ceputec.edu.au](http://www.ceputec.edu.au) today to see more!





# EXPOSED TO COVID-19 AT WORK?

## HERE'S WHAT YOU NEED TO DO

Little is known about the long-term health effects of COVID-19, largely because of the short time it has existed. Despite this, mounting evidence suggests that many people who have contracted COVID-19 have continued to exhibit serious and debilitating health issues long after testing positive.

It is therefore essential to closely monitor and record your symptoms if you believed to have been exposed to COVID-19 at work – even if it appears to be relatively mild at the outset. If you experience significant long-term health impacts you might be eligible for workplace injury compensation.

### COVID-19 AT WORK AND COMPENSATION

Workplace injury compensation initially covers things like lost wages and medical and rehabilitation expenses. But if you suffer ongoing COVID-related symptoms, you may also be able to claim lump sum compensation and damages for pain and suffering and/or loss of earnings. To be eligible, your work must be a 'substantial' or 'significant' contributing factor in contracting of the virus.

Regardless of your line of work, you will need to obtain a medical report confirming your COVID-19 status and the fact that you are likely to have contracted it at work. This can be obtained from a doctor or health department official.

### HAVE YOU COMPLETED AN INCIDENT REPORT?

Like all workplace injuries or illnesses, employees who believe they have contracted COVID-19 at work must also notify their employer in writing. Most workplaces will have something called an incident or injury report to fill out and submit to a manager or human resources personnel. If your workplace does not have an official process you should

still document details of your infection in writing to your employer.

You should include:

- the suspected date of infection
- where you were working
- what tasks you performed
- initial symptoms
- the date you informed your workplace, and
- how many days you were away from work.

You should also submit a workplace injury claim form that your employer will submit to the workplace safety authority in your state.

### KEEP A RECORD – REGISTER YOUR COVID-19 INFECTION

To assist Australian workers who have tested positive, Maurice Blackburn has created a national COVID-19 register that allows you to quickly and easily record key details of your infection.

It is important to note that registering your details with Maurice Blackburn is not the same as making a claim for lump sum compensation and common law damages. This would only happen when the long-term impacts of COVID-19 were better understood, and if your symptoms continued to adversely impact your health and ability to work.

As expert workplace injury lawyers, we know how important it is to record a few key details when work-related injury or illnesses occurs. If you do contract COVID-19, be sure to submit an injury report and claim form to your employer and take a few minutes to register your details with us. Register now.

For more information about how Maurice Blackburn Lawyers can help you on a no win, no charge basis, visit [www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au) or free call 1800 810 812



## Don't let your hard work go down the drain.

## Protect your family today.

As a Plumbers Union member, you (and your partner) are entitled to a free standard Will. Our new online service is fast, easy and includes expert legal advice.

Have peace of mind knowing your loved ones will be looked after.

**Don't put it off any longer.**  
**[Unionwills.com.au](http://Unionwills.com.au)**





# WILLIAM “BILL” DAVIS

20 Januray 1940 - 17 June 2021



In June this year, former long term Assistant Federal Secretary of the Plumbers Union, and life member, Bill Davis sadly passed away. When he did so, peacefully, and after being in poor health for some time, the scale of his loss was, and will continue to be, felt by many.

Bill's family lost a loving father, husband, and grandfather; the Plumbers and Pipe Trades Union lost a life member and icon; dozens of colleagues, friends and retired members of our great union lost a friend and mentor; and the fire protection industry lost the man who more than any other transformed sprinkler fitting from a job to a trade - with apprenticeships, registration, better pay and improved safety.

These days we like to talk about people in the public eye as “game changers” or “influencers”. Bill was not much for the public eye, but he sure knew how to influence to get an outcome. Bill was a fierce advocate for the rights of workers, but especially for his fellow sprinkler fitters who he was so proud to represent.

All the men and women who work in the modern, thriving, safe and well-paid fire protection industry owe Bill Davis a debt of gratitude. Without the hard work that Bill and others did, but which Bill mainly led, there would be no such thing as a fire protection trade, no apprenticeships for sprinkler fitters, and no recognition of the vitally important work of sprinkler fitters in terms of keeping buildings and the community safe. Bill changed the game forever.

Bill Davis was an “old school”, no nonsense bloke, who could cut through bullshit like it was butter. He left school at 14 and was on the tools and in the union by 15. That was in the mid to late 1950's and there was no such thing as an apprenticeship then for fitters, so it was a case of turn up, work hard and learn as you go. In terms of safety, young fellas like Bill would have to rely on their wits and their mates. OH&S was non-existent, accidents and injuries were a much more common feature of building sites than they are today.

The work was heavy, dirty, and dangerous. There were no cherry pickers or scissor lifts back in the 60's when Bill was at his peak; instead workers “walked the steel”. As well as being dangerous and at times back breaking, sprinkler fitting was badly underpaid back in the day.

Dangerous conditions, poor pay and entitlements and the absence of an apprenticeship pathway for the trade – these things were unacceptable to Bill. So, he set about fixing them. He became a leader of others. He stood up and accepted responsibility. He got himself elected to the leadership of the union and set about making a change. And, as it turns out, he was exceptionally good at it.



Bill intuitively knew that if the trade he loved was to survive and flourish, a genuine national apprenticeship for sprinkler fitters needed to be developed and adopted. Working closely with fellow PPTU legend and union life member Barry Fitton, Billy got the members of the union onboard with the idea and then worked tirelessly with governments and other industry stakeholders to make sure the apprenticeship materialised. It was not easy, and not quick, but he delivered. Today it is accepted as a given that to become a qualified sprinkler fitter you need to do a Certificate III level apprenticeship. Put that achievement down to Bill.



Part of Bill's quest was better recognition, through better pay, of the skills and experience of sprinkler fitters. When he started out in the industry, as a second-class fitter as they were then known, Bill was paid a measly \$11 a week. Fitters were some of the lowest paid workers on site. Improving the rates of pay for sprinkler fitters was a life's work for Bill. It was not a quick fix. There were dozens of meetings and issues and disputes over decades.



But Bill's steadiness, calmness under pressure, and immovable focus on his members best interests, ensured that over time, Bill won the fight. He may not have won every battle, but in the end, he won the war.

Bill was a member of a generation of trade unionists who built the conditions we all enjoy today. These were the guys who knew what

it was like to work with no safety net – literally and metaphorically. Back when Bill was leading the way, the battles he was fighting were for the things we now cannot imagine working without – like workers compensation which was reasonable, guaranteed superannuation, redundancy payments, as well as all the onsite safety things we now take for granted.

Bill arrived in an industry which was dangerous and low paid. He left that industry, 60 plus years later, safer, and well paid. His legacy is an industry where sprinkler fitters are qualified and licensed trades people, and where there is high quality industry led apprenticeship training available to aspiring fire protection professionals right across the country.

Bill's contribution to the industry and, by extension, the safety of the community, was enormous. He drove change and scrapped hard every day. He lifted his union and his members to new heights. And as he achieved all these things, he never lost his sense of humour. He was always concerned for the welfare of others above himself. Bill always treated everyone with great respect and was greatly respected.

**Thank you, Bill Davis. Legend.**



**VALE** Thank you to the following Members for their service and dedication and we wish to extend all the best wishes to their families and friends.

## VICTORIA

**Harold William Judd**  
Passed way - 08/12/1924

**William Russell Davis**  
Passed way - 20/01/1940

**Franz Fesenmeier**  
Passed way - 23/12/1933

**Barry James O'Sullivan**  
Passed way - 25/06/1938

**Rowland Frederick Bates**  
Passed way - 25/11/1931

**Allan Charles Burrridge**  
Passed way - 17/04/1930

**Daniel Cornelius Koopmans**  
Passed way - 07/08/1934

**Herbert Alfred Digeser**  
Passed way - 01/06/1944

**Leslie John Young**  
Passed way - 13/02/1941

**Edward Joyce**  
Passed way - 05/09/1933

**Peter Ronald Hovevar**  
Passed way - 08/08/1965

**Richard James Noonan**  
Passed way - 02/05/1951

**Peter Richard Thatcher**  
Passed way - 10/10/1957

**Reinhold Schmid**  
Passed way - 07/08/1933

**Clint John Wilson**  
Passed way - 08/04/1980

**Nathan Potalej**  
Passed way - 06/02/1996

**Adrian Pacione**  
Passed way - 14/01/2000

**Matthew Joseph Connors**  
Passed way - 02/07/1989

## QUEENSLAND

**Ron Syme**  
Passed way - 21/07/2021  
Joined Union - 12/11/1971

**Geoffrey Ronald Gallagher**  
Passed way - 17/02/2021  
Joined Union - 5/02/1983

**Dudley Noel Nelson**  
Passed way - 27/01/2021  
Joined Union - 24/06/1971

**David Lawrence Pearson**  
Passed way - 18/01/2021  
Joined Union - 02/08/2004

**John McCormack**  
Passed way - 17/01/2021  
Joined Union - 24/02/1983

**Allan F Murphy**  
Passed way - 15/01/2021  
Joined Union - 22/05/1984

**Robert Davies**  
Passed way - 12/01/2021  
Joined Union - 28/02/2006

**John Alfred Harrison**  
Passed way - 12/01/2021  
Joined Union - 09/10/1950

## NSW

**Ronald John Brown**  
24/02/1947 - 03/02/2021



**Gregory Charles Edwards**  
Passed way - 25/12/2020



**William David Foot**  
26/01/1949 - 26/12/2020





# Cbus delivers record returns

The Cbus Super Growth (MySuper) option return\* for this year is 19.34% for our members. This is the highest annual return for our growth option in the 37 year history of the fund.

This record result builds on a strong relative result in the previous financial year, where Cbus was one of small group of funds to record a positive return (0.75%).

Our investment teams have done a fantastic job of navigating Covid-19 market volatility and the opportunities that presented. Their work will make a real difference to the retirement outcomes of Cbus members not just for the last year but into the future.

While we are proud to have achieved a record result this year, superannuation is always about the long term. And our performance over the long-term continues to be impressive returning on average each year; Cbus' Growth (Cbus MySuper) average annual return\* over the years to 30 June 2021:

9.81% p.a. over 5 years

9.55% p.a. over 10 years

9.25% p.a. over the 37 years since inception

We now manage around **35% of assets in-house**. We have made savings of approximately \$400M on investment fees since 2017. For the 2021 financial year, we expect to save a further 8% in fees on every dollar invested compared to the previous year. These are savings that go directly to member returns.

## Super changes in Federal Budget

### Minimum super contributions increased from 1 July

If you get the minimum level of super from your employer, you might have seen a recent increase. That's because the annual Superannuation Guarantee rate is now 10% (up from 9.5%).

So depending on how your employer implements the change, one of the following may apply to you:

- same overall salary package – less salary but more super, or
- higher overall salary package – same salary with more super.

### Expansion of First Home Super Saver Scheme

The Government has proposed expanding the First Home Super Saver Scheme (FHSSS). From 1 July 2022, the maximum amount you can withdraw is expected to increase from the current \$30,000 to \$50,000.

### Super compulsory for those earning less than \$450 a month

From 1 July 2022, the Government has proposed you will no longer need to earn over \$450 a month to qualify for compulsory super contributions from your employer. Employers will be required to pay compulsory super on every dollar of normal earnings. Cbus has long campaigned for the removal of the \$450 threshold, recognising that it significantly disadvantages workers with multiple part time or casual jobs.

**Building and construction workers should not be paying for insurance that won't cover them. Cbus will continue to advocate for our members in the building and construction sector to highlight our insurance offerings that cater for workers in dangerous environments.**

### Your local Coordinator's contact details are:

#### VICTORIA

Graeme Barlow 0400 045 448  
Ian Marris 0448 875 810  
Adrian McNamara 0409 969 208  
Peter Muldeary 0419 594 794  
Rick Orterga 0447 889 451  
Luke Petersen 0448 895 199  
Eamonn Wolfe 0429 801 553  
Gerard Benstead 0437 942 826

#### ACT

Mark Dymock 0437 630 776  
Adrien Baldwin 0437 014 529

#### TASMANIA

Todd Lambert 0427 888 591

#### SOUTH AUSTRALIA

Mick McDermott 0429 531 604

#### WESTERN AUSTRALIA

Don Fowlie 0417 971 593

Philip Milne 0412 406 348

#### QUEENSLAND

Tracie Wilson 0448 950 708

Johnny Lomax 0437 954 187

#### NORTH QUEENSLAND

Andrew Clark 0419 142 761

#### NEW SOUTH WALES

Nick Fodor 0417 058 467

Rod Jarman 0400 045 402

Mansour Razaghi 0439 658 017

David Curtain 0437 069 733

Michael Hopper 0439 073 265

Richard Dietmann 0429 449 078

Paul Connell 0407 701 392

Mark Greenfield 0409 798 686

#### NORTHERN TERRITORY

Mick Huddy 0419 555 261

### For more information:

Call **1300 361 784**  
Monday to Friday (8am – 8pm AEST)

Visit [cbussuper.com.au/insurance](https://cbussuper.com.au/insurance)  
Email [advice@cbussuper.com.au](mailto:advice@cbussuper.com.au)

\* As at 30 June 2021. The Growth (Cbus MySuper) investment option return is based on the crediting rate, which is the return minus investment fees, taxes, and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. Past performance is not a reliable indicator of future performance

Cbus' Trustee is United Super Pty Ltd. ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262  
This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and related documents to decide whether Cbus is right for you. Call **1300 361 784** or visit [cbussuper.com.au](https://cbussuper.com.au) for a copy.



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help?

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partner)

\*Conditions apply | Information correct as at October 2021

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**QLD MEMBERS**  
[www.ppteuqld.com/shop](http://www.ppteuqld.com/shop)





# You need the cover that's right for you.



## Does your Death and TPD insurance cover you at work?

Many Cbus members work in a physically demanding, hazardous industry<sup>1</sup>. If you work in a hazardous occupation, Cbus may be the only option or one of few options to obtain insurance cover<sup>2</sup>. Other super funds may restrict or exclude automatic insurance cover for one or more of the following occupations: concreter, bricklayer, plasterer, labourer, plumber, painter, rigger, welder, scaffolder, or dogman<sup>2</sup>.

## We're here to help.



Speak with your Coordinator



Call **1300 361 784**  
Mon to Fri from 8am  
to 8pm AEDT/AEST

1. Cbus Annual Integrated Report 2018. 2. Rice Warner report for Cbus, Review of Insurance Offer, 16 May 2018.